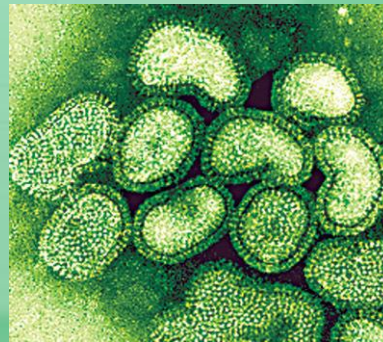




Pandemic Flu



Preparing, Responding & Recovering

Presented By:

**Safety, Security & Emergency Management,
Human Resources and
Information Technology**



YOUR PLANNING TEAM

Human Resources

Safety, Security & Emergency Management

Occupational Health Office

Office of Counsel

Media Relations

Information Technology

Operations & Maintenance

SOP Coordinators



Pandemic Flu Background Information



- **Children and adolescents, under 19 years old, are experiencing the biggest increase in pandemic flu cases.**
- **There have been 110 deaths reported in Florida residents with lab confirmed H1N1, as of 10/06/09.**
- **Most doctors treat season flu and pandemic flu cases similar.**
- **Pandemic flu vaccines are available to public based on criteria released by CDC.**

H1N1 Characteristics ...



- **Normally 3-5 day illness span**
- **Thought to spread like seasonal flu**
- **Most dangerous to those with certain “pre-existing” conditions**
- **Appears to focus on the young**
- **FDA has approved vaccine for H1N1 – scheduled distribution in October – criteria for distribution**





Planning Assumptions ...

- The District has an obligation to provide a safe and healthful work environment and protect workers from recognized hazards.
- A pandemic may last anywhere from 2 – 3 months and may continue, in waves, for a period of two years.
- Work force absenteeism may reach up to 40 percent.
- District “mission essential” functions must continue.



Goals & Objectives...



- **Encourage heightened awareness**
- **Minimize the spread**
- **Minimize adverse impacts to operations**
- **Continue to develop & implement a comprehensive education program**
- **Adopt recommended sanitation practices**
- **Sustain Continuity of Operations**



Preparing...



- Educate through the use of Centers for Disease Control, local health departments and other sources of information
- Implemented H1N1 informational link from IWEB home page
- Encourage Flu vaccinations

The screenshot shows the SFWMD IWEB homepage. The navigation menu on the left includes links like 'Internal Site Map', 'Internal Communications', and 'Business Performance Management'. The main content area has a 'Search' bar and a 'District Information' section. A red arrow points from the 'Know Our Values' section to a link titled 'Click here to read more about the H1N1 Flu Virus'.

Preparing: What Are We Doing...



- Scheduled meetings at various established forums for supervisors and managers. (i.e. MAT, MDT, Services Centers) to educate/ train/reinforce
- Scheduled Employee Education Meetings to continue to educate employees.
- Scheduled Telephonic Seminar “Surviving Cold & Flu”
- Reviewed potentially affected HR Policies & Procedures.
- Reviewed and updated the District’s Pandemic Flu Annex.
- Participated in weekly updates/webinars with Federal/State/Local partners



Preparing For Worst Case



- **Implement review and update Departmental Pandemic Flu SOPs**
 - **Identify essential functions**
 - **Staffing and skill sets necessary to support essential functions**
 - **Identify resource needs**
 - **Document and train on Delegation of Authority & Lines of Succession**
 - **Assess impacts of employee absenteeism constantly and mitigate, if needed**
- **Review roles and responsibilities with employees**
- **Prepare to respond to other emergencies during pandemic**



During the Event, Responding...

- **Modify frequency & type of face-to-face contact ...**
 - **Promote social distancing**
 - **Teleconferences / Video-teleconference**
 - **Avoiding handshakes**
 - **Telecommuting**
- **Restrict business travel**
- **Continue to provide sanitation supplies**
- **Continue implementation of targeted sanitation measures for common areas (Doorknobs, Handrails, Restrooms, Cafeteria)**

After The Event, Recovering...



- **Implement District-wide Return to Work Procedures**
- **Review actions taken and their effectiveness**
- **Identify areas needing improvement**
- **Revise Plans & SOPs, as necessary**
- **Provide Critical Incident Stress Debriefing or other Mental Health Support for Employees (EAP)**



Operations and Maintenance – Field Stations/Pump Stations



- Due to similar functions performed at all field stations and pump stations, staff may be reassigned from a non-affected field station to the affected Field Station.
- Essential staff, resources and communications equipment have been identified to ensure the continuity of mission essential functions at all times from these locations.



Operations and Maintenance – Operations Control Room



■ Redundancies:

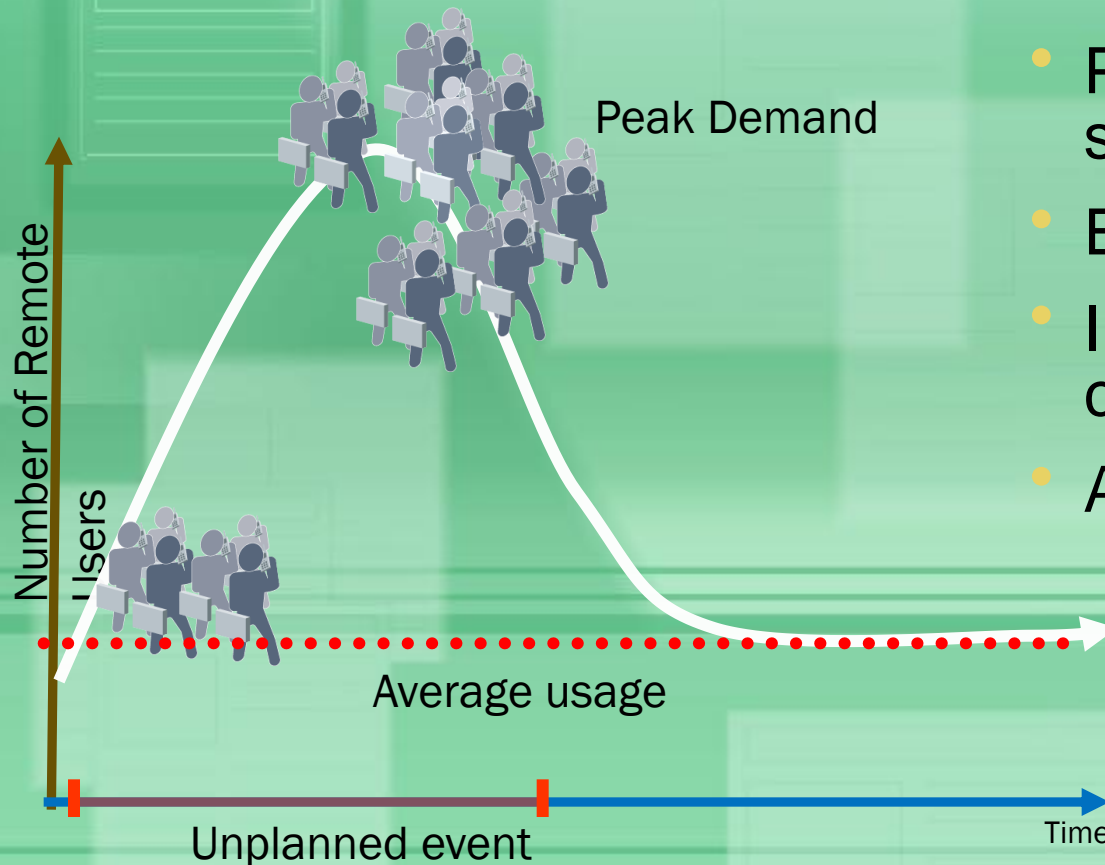
- 1) Fort Lauderdale Field Station
Currently one secured workstation installed, two additional workstations have been requested.
- 2) Implement single SCADA secure workstation to each Water Manager to work from home to provide individual Control Room functions.
- 3) Deploy Emergency Response Mobile Communications Trailer to facility and/or a field station connected to District's telemetry site.



"*In Case of Emergency*" for Business Continuity



Meeting the peak in demand for remote access in the event of a disaster

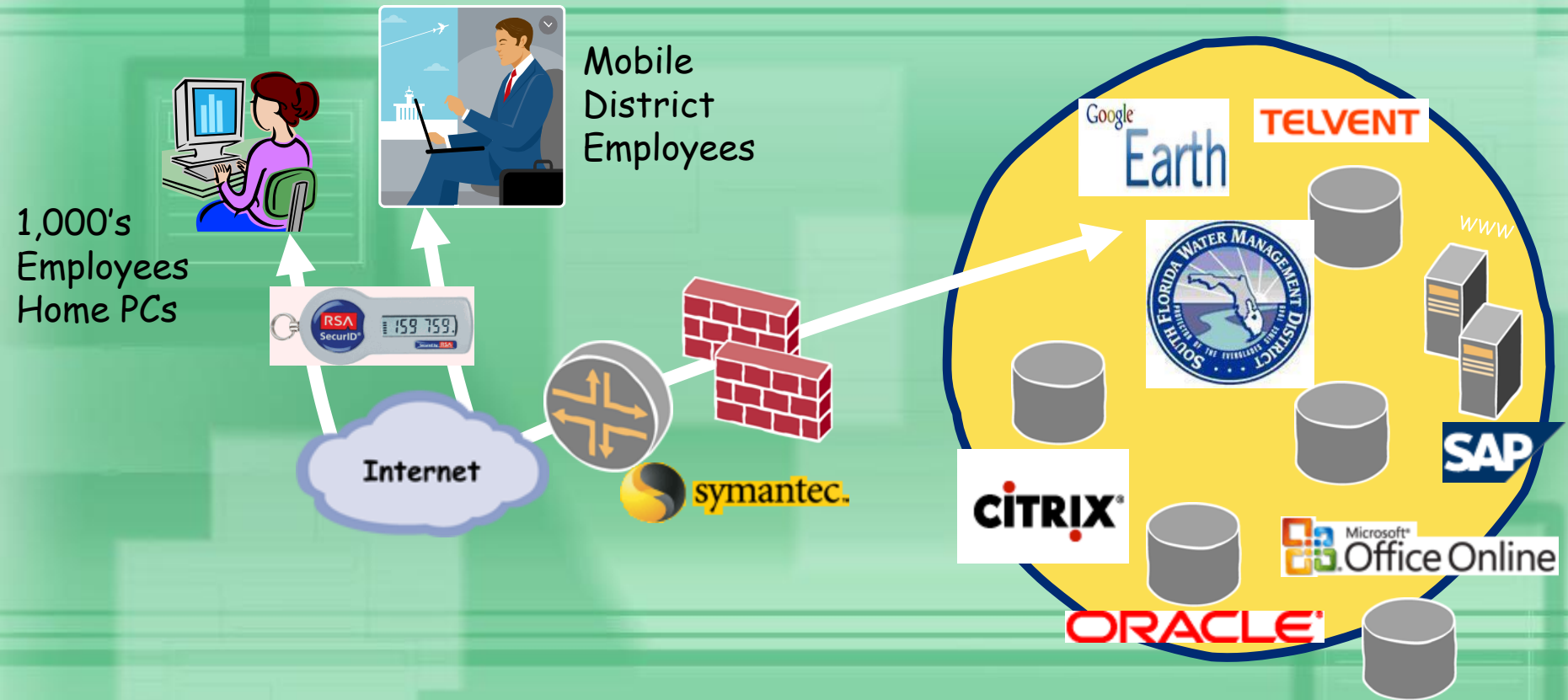


ICE delivers

- Proven market-leading secure solution
- Easy deployments
- Immediate activation capabilities
- Affordable risk protection



H1N1 Remote Access



- Users access from home or District PCs

HR Policy...



- **Send home employees who are obviously sick**
- **Practice compassion with our employees while balancing business needs**
- **Apply a “reasonableness” standard in decision making**
- **Funnel all human resources policy issues to HR Solutions.**
- **Collaborate with Safety, Security & Emergency Management, Risk Management, Office of Counsel & the Leadership Team**

The Bottom Line...



- **Until there is a District and/or State Declaration of Emergency, current policies and procedures will remain intact.**
- **Managers/Supervisors must stay “plugged in”, answer employee questions and maintain vigilance.**
- **Managers/Supervisors must manage their workplace, deal directly with employees that are obviously sick, talk to the “worried well” employee, manage rumor control, and promote employee education.**
- **Read and understand emergency plans and procedures; such as the Pandemic Annex, COOP, CEMP, SOPs, etc.**

Pandemic Flu Presentation



■ **Questions?????**